

Discipline Rules

Employment with Young Scholars Charter School is “at-will.” While we anticipate a long and mutually rewarding relationship, employment “at will” means that any employee is free to leave employment voluntarily, with or without cause, and that by the same token Young Scholars Charter School retains the right to terminate the employment relationship at any time, with or without cause.

Each employee has an obligation to observe and follow Young Scholars Charter School policies and to maintain proper standards of conduct at all times, including compliance with all city, state and federal laws and regulations. Among other reasons, if an individual’s behavior interferes with the orderly and efficient operation of a department or work unit, puts Young Scholars Charter School in an embarrassing public light or otherwise jeopardizes the positive public image and reputation of Young Scholars Charter School, corrective disciplinary measures will be taken. The severity of the disciplinary action depends upon, among other things, the nature and gravity of the offense, the offense’s impact on the organization, and the employee’s work record.

In certain circumstances, Young Scholars Charter School may investigate employee conduct and initiate corrective and/or disciplinary action. Young Scholars Charter School reserves the right, at all times, to take whatever disciplinary action it deems appropriate, up to and including termination. Prior notification is not a prerequisite for termination or other disciplinary action.